

Symtek Automation Asia Co., Ltd.
Promotion of Integrity Management for Directors, Managers,
and Employees in 2024

The promotion of corporate integrity management in our company is led by the Chairman, who serves as the convener, with relevant advocacy and implementation responsibilities assigned to the Human Resources Department. The operational status was reported during the board meeting on 8, May 2024.

To strengthen corporate governance and create a sound operating environment, our company has established the "Code of Business Ethic," "Code of Ethical Conduct," "Operating Procedures for Integrity Management, and Behavioral Guidelines," which are disclosed on the company's website.

The guidelines explicitly regulate that directors, managers, and employees of the company must not seek undue personal gain or engage in improper advantages at the expense of others.

The commitment to integrity management is actively implemented by the board of directors and management, ensuring effective execution in internal management and business activities. Please refer to the company's website under Investor Services/Corporate Governance/Company Governance regulations.

The execution status of the promotion of integrity management for directors, managers, and employees in 2024 is as following.

No.	Date	Course Name	Target Audience	Number of participates
1	January-December	New Employee Training "SAA Code of Conduct" Employee Onboarding - 100% Signing off "SAA Code of Conduct Confirmation Form"	All New Staff Members	123
2	March-December	SAA Digital Learning System (e-learning) Mandatory Courses: 1. Code of Business Ethic 2. Code of Ethical Conduct 3. Operating Procedures for Integrity Management, and Behavioral Guidelines	All Staff with Email Accounts	151
3	January-December	Communication to Employees in 2024 Labor-Management Meeting: Corporate Integrity Ethics, Cyber Security Confidentiality Requirements, and Regulations	All Staff with Email Accounts	460